



DISASTER RELIEF: STEPPING UP IN TIMES OF NEED

Our 86,000 employees across the globe are a connected community dedicated to our Mission and each other. The meaningful work we do together extends beyond our patients and office walls — it also extends to the communities where we live and work.

When natural disasters strike, Medtronic steps up. Not only do we support a wide range of relief efforts in affected areas, our employees also support each other through the **Medtronic Employee Emergency Assistance Fund (MEEAF)**.

MEEAF is a fund that provides the means for employees to donate, matched dollar for dollar by Medtronic Foundation. The donated money is used directly to provide financial needs-based grants to employees who are experiencing financial hardship due to a natural disaster. MEEAF is administered by the Emergency Assistance Foundation, Ltd., a 501(c)3 charitable organization.

FINANCIAL SUPPORT WHEN IT'S NEEDED MOST

As a regular full- or part-time Medtronic employee, you're eligible to receive a tax-free* financial grant in the event of a natural disaster. You must be actively employed at Medtronic at the time of the disaster and when applying for a grant.

** Grants are provided tax-free in the United States.*

Natural Disaster Events

The MEEAF offers financial grants for the following events:

- Hurricane
- Earthquake
- Wildfire
- Flood
- Tornado
- Tsunami
- Blizzard
- Volcanic eruption
- Drought
- Cyclone
- Typhoon
- Severe storms

Note: Only one grant can be applied for per event.

Did You Know?

The MEEAF distributed more than **\$3,600,000** (USD) since 2017 to employees affected by natural disasters.

How MEEAF Helps

A MEEAF grant covers the unexpected financial impacts of a natural disaster, including:

- Food*
- Clothing*
- Essential utilities (gas, water, electricity)
- Reasonable repairs to damaged property
- Reasonable funeral, travel, and burial expenses
- Reasonable evacuation expenses
- Essential appliances and furnishings
- Mortgage, rent, or security deposits
- Cost of transportation
- Cost of car rental (up to 30 days)

** Up to 2-4 weeks after event.*

These financial expenses must not be reimbursable or covered by insurance, any government/statutory program (example: FEMA in the U.S.), loans, or other means.



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The MEEAF in Action

When Hurricane Maria struck Puerto Rico in 2017, MEEAF grants helped many employees repair and rebuild their homes.



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1. Before 2. After Photos courtesy of Medtronic Puerto Rico employee Eric Lopez.
3. Before 4. After Photos courtesy of Medtronic Puerto Rico employee Jennifer Colon.



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DONATIONS AND SUPPORT

The MEEAF relies on individual donations from employees, which are also matched by the Medtronic Foundation. Every contribution helps and when combined with the donations of others, we can provide financial support to help a fellow employee in need when they are facing the unexpected.

Anyone can donate any amount, and 100% of your donation directly supports as many of your colleagues as possible.

Is My Donation Tax-Deductible?

Yes, all donations are tax-deductible to the full extent permissible by law.

Medtronic Matches Your Donation

The Medtronic Foundation matches your contributions of \$10 (USD) or more to the MEEAF, dollar-for-dollar, up to \$5,000 per year.



Make a Donation

Visit **MEEAF.medtronic.com** on the HR Portal to donate today. It's easy and convenient to donate to the MEEAF. You have several different ways to donate:

- Credit card
- Payroll deduction
- PayPal
- Text
- Electronic transfer
- Domestic/international wire

Once you make your donation, you can apply for the match from the Medtronic Foundation.

CARE IN YOUR CORNER

For questions about the MEEAF, visit **MEEAF.medtronic.com** on the HR Portal or contact the Applicant Care Department at 866-232-5815 or **medtronic@emergencyassistancefdn.org**. Calls will be returned within four hours, Monday–Friday, and within 24 hours on weekends.

APPLY FOR A GRANT

If you've experienced a disaster, you may apply for a grant within 90* days from the date of the event.

** This time period is subject to change depending on the scope and scale of the disaster.*



Have This Information Handy Before Beginning the Application Process

- Receipts, repair estimates, invoices, etc.
- Photos
- Formal Bids and Statement of Work for proposed repairs or rebuilds
- Insurance claim showing what is covered and not covered
- A wish-list from online retailer

Step 1:

Visit the grant application website:

**medtronicemergency
assistancefund.com.**

Step 2:

Click on **Apply for Grant**, follow the steps, and enter the required information. (If you do not receive an immediate email after registering, please check your spam folder.)

Step 3:

Once submitted, the application will be reviewed and returned within ten business days. You will be contacted by the Fund via email, with the amount of the grant and the method for providing you or the vendor the grant money.

NEEDS-BASED FINANCIAL GRANTS

Grants are intended for employees who are most impacted by financial distress caused by a natural disaster or personal hardship. The amount of each grant is based on:

- Need expressed in the application
- Criteria set forth in this brochure
- Grant range
- An objective evaluation of financial needs at the time the grant is made

Grants are considered tax-free in the United States (U.S.). Grants made outside of the U.S. may or may not be taxed depending on the local tax authority.